



Driver Selection and Control

The safety of the people you transport is very important. Our highway system can be one of the most dangerous environments in the country, an environment over which you have virtually no control, an environment in which you cannot directly supervise your staff. Federal regulations require commercial driver's licenses (CDLs) for drivers of vehicles that are designed to carry 15 or more passengers (several states have enacted more stringent statutes if children are involved). Even if a CDL is not required it is your responsibility to carefully select and monitor those who drive your vehicles so that the passengers are not exposed to unnecessary risk.

The following table will help you select and maintain safe drivers. It should be applied to everyone who drives a vehicle on behalf of the organization; employee vehicles as well as those owned, leased or rented by the organization. Motor vehicle records (MVRs) can generally be obtained from your state's Dept. of Motor Vehicles or Dept. of Licensing.

Individuals who transport people should be at least 21 years old. New hires under 25 should be accident and citation free. There are three types of violations: non-violations, minor and major. A major violation should preclude an individual from driving for your association. Minor violations should be used in conjunction with age and length of employment to evaluate a driver's acceptability. Non-violations, unless extensive, do not need to be considered in this process. Statistics have consistently shown increased accident rates for younger drivers and for drivers who are new to an organization. Drivers who exhibit disregard for traffic laws have historically caused or been involved in more frequent and more severe incidents than drivers who obey the laws.

The purpose of this chart is to help ensure that your organization has the safest drivers. For each potential or current driver, assign a point value for their length of employment, age and traffic violations/accidents. Combined, evaluate whether the driver would be a good fit for your organization.

POINT ASSIGNMENT				
1: Length of Employment		2: Age (inclusive)		
under 1 year	4 pts	18 to 24	6 pts	
1 to 3 years	2 pts	25 to 65	3 pts	
over 3 years	1 pt	65 plus	4 pts	
<i>#1 points:</i>		<i>#2 points:</i>		
1+2 points:				
3. Violations*				
<i>Non-Violation</i>		<i>Minor Violation</i>		<i>Major Violation</i>
<ul style="list-style-type: none"> Parking tickets Improper equipment Non-moving violations 	0 pts	<ul style="list-style-type: none"> Speeding Improper lane change Failure to yield right-of-way Failure to obey traffic signal Failure to obey a traffic sign License suspension At-fault accident 	0 = 0 pts 1 = 4 pts 2 = 9 pts 3 or more = 15 pts	<ul style="list-style-type: none"> DUI, DWI, OUI, OWI or refusing a test Driving with an open container of alcohol Reckless driving Hit and run Fleeing a police officer Racing Driving with suspended/revoked license Manslaughter/felony death by motor vehicle
				1 or more = 15 pts
<i>#3 points:</i>				
(1+2) + 3 points:				
POINT EVALUATION				
4-5 = Excellent		6-9 = Good		10-13 = Adequate
14-16 = Marginal		17 or more = Poor		

*36 month evaluation for traffic violations and accidents